



# Code of Conduct and Ethics Policy

Approved and date: March 26, 2026

Effective date: April 1, 2026

Scheduled review date: March 2029

## Purpose

1. The purpose of this policy is to ensure a safe and positive environment within the *Organization's* programs, activities, and *Events* by outlining the *Organization's* expectations that all *Participants* will refrain from any behaviour that constitutes *Maltreatment* and comply with the additional expectations set out in this policy at all times.

## Definitions

### ***Athlete***

An individual who is an *Athlete Participant* in the *Organization*.

### ***Athlete Support Personnel***

Any *Coach*, trainer, manager, agent, team staff, *Official*, medical or paramedical personnel or any other person working with, treating, or assisting an *Athlete* participating in or preparing for sports competition.

### ***Canadian Safe Sport Program (CSSP)***

The program which receives and responds to *Reports of Prohibited Behaviour* under the *UCCMS* committed by individuals who are part of national, federally funded sport organizations.

### ***Coach***

An individual (14 years of age or older) who is authorized or recognized by an *Organization* to provide instruction and direction to *Participants* in a sport.

As per the *Coach Screening Policy Minimum Requirements*:

### ***6-Week Community Club Coach***

These *Coaches* are never alone with an *Athlete* and have parent supervision at all times. These *Coaches* do not take any *NCCP* and may be provided with pre-planned practice plans. The typical season lasts 4-6 weeks. May or not be members of an *Organization*.

### ***Community Coach***

These are *Coaches* who are working primarily with *Athletes* in the community in a recreational setting. These are programs that happen in the local community and involve only local travel for participation. Often short term seasonal (6 weeks & up). These

*Coaches* may or may not take *NCCP* sport specific certification in the community or Instruction beginners' stream of the *NCCP*. Typically they are members of an *Organization*.

### **Competition Coach**

These are *Coaches* working with *Athletes* who compete in their local community and throughout the province. *Athletes* and teams may also travel out of province to compete in tournaments without parental supervision. This includes high school *Coaches* and club travel teams. These *Coaches* may take *NCCP* sport specific certification in the Competition Introduction stream of the *NCCP*. These *Coaches* would coach beyond 3 months. They are members of an *Organization*.

### **Performance Coach**

These are *Coaches* who work with elite club programs, provincial, Canada Games Teams, and University and College programs. These *Coaches* may take sport specific *NCCP* certification in the Competition Development stream of the *NCCP*. These *Coaches* may take *Athletes* away to competition without parent supervision.

### **Professional Coach**

These are *Coaches* who work with a club, provincial sport organizations and universities in a full-time/part-time employed capacity. These *Coaches* require a minimum of Competition Development certification in the *NCCP* but may require additional sport specific requirements.

### **Conflict of Interest**

Any situation in which a representative's decision-making is influenced or could be influenced by personal, family, financial, business, or private interests.

### **Event**

An occurrence sanctioned by the *Organization*, which may include a social event.

### **Harassment**

A course of vexatious comment or conduct against a *Participant* or group, which is known or ought reasonably to be known to be unwelcome. Types of behaviour that constitute *Harassment* include, but are not limited to:

- Written or verbal abuse, threats, or outbursts;
- Persistent unwelcome remarks, jokes, comments, innuendo, or taunts;
- Racial *Harassment*, which is racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin;
- Leering or other suggestive or obscene gestures;
- Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
- Practical jokes which endanger a person's safety, or may negatively affect performance;
- Hazing - which is any form of conduct which exhibits any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking individual by a more senior individual, which does not contribute to either individual's positive development, but is required to be accepted as part of a team or group, regardless of the junior-ranking individual's willingness to participate. This includes, but is not limited

to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years on the teams or with the group, or ability;

- Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
- Deliberately excluding or socially isolating a person from a group or team;
- Persistent sexual flirtations, advances, requests, or invitations;
- Physical or sexual assault;
- Contributing to a poisoned sport environment, which can include:
  - Locations where material that is discriminatory is displayed (e.g., sexually explicit posters and racial/racist cartoons)
  - Groups where harassing behaviour is part of the normal course of activities
  - Behaviour that causes embarrassment, awkwardness, endangers a person's safety or negatively affects performance,
- Behaviours such as those described above that are not directed towards a specific person or group but have the same effect of creating a negative or hostile environment; and
- Retaliation or threats of retaliation against a person who *Reports Harassment* to the *Organization*.

### ***Independent Third Party (ITP)***

An individual, corporation, organization, or entity - including any individuals engaged to perform specific roles on its behalf - appointed by Sport Manitoba to operate independently of all affiliated or associated organizations. The *Independent Third Party* is responsible for receiving, reviewing, and investigating *Complaints of Maltreatment*.

The *Independent Third Party* determines whether *Maltreatment* has occurred and, where appropriate, impose sanctions or facilitate alternative resolutions. The process is designed to ensure a fair, neutral, and unbiased *Complaint* management process.

### ***Investigation***

An inquiry conducted by an investigator appointed by the *Case Manager*, to clarify details or address gaps relevant to the *Complaint*.

### ***Jurisdiction***

The area or scope within which an entity has authority (power or control).

***Maltreatment*** - defined as:

- Physical, sexual or psychological abuse;
- Grooming for the purpose of sexual abuse;
- Neglect;
- Unreasonable discrimination on the basis of a characteristic set out in subsection 9(2) of the The Human Rights Code;
- Additional *Prohibited Behaviours* as defined by the *UCCMS*

### ***Member Club***

A club, team, league, association, or other sport-related entity that has met the criteria for membership and is officially recognized by a Provincial Sport Organization (PSO) as being part of its organizational structure. By becoming a member of the PSO, *Member Clubs* are required to abide by the PSO's rules, policies, and standards, and in return, gain access to

benefits such as *Athlete* development programs, coaching resources, insurance coverage, competition opportunities, and governance representation.

**Official**

Any referee, umpire, judge or other individual who enforces the rules of sport, typically during a competition or evaluation.

**Organization**

An association or organization recognized by Sport Manitoba that organizes or oversees the operation of a sport in Manitoba and/or which directly, or indirectly receives government funding, including its affiliated *Member Clubs* that operate under its authority or governance.

**Participants**

Refers to all categories of individual members and/or registrants defined in the Bylaws of the *Organization* who are subject to the policies of the *Organization*, as well as all people employed by, contracted by, or engaged in activities with the *Organization* including, but not limited to, employees, contractors, *Athletes*, *Coaches*, instructors, trainers, judges, referees, *Officials*, volunteers, managers, administrators, committee members, parents or guardians, spectators and directors and officers. NOTE: *Sport Manitoba and the ITP are not considered a Participant*.

**Power Imbalance**

As defined in the *UCCMS*, as it may be amended from time to time.

**Prohibited Behaviour**

As defined in the *UCCMS*, as it may be amended from time to time.

**Prohibited Method**

As defined in the Canadian Anti-Doping Program, as it may be amended from time to time by the *Sport Integrity Canada*.

**Prohibited Substance**

As defined in the Canadian Anti-Doping Program, as it may be amended from time to time by the *Sport Integrity Canada*.

**Reporting (or Report)**

A spoken or written account of something that one has observed, heard, done, or investigated.

**Sport Integrity Canada (SIC)**

The body mandated to independently administer and enforce the *UCCMS* (via the *Canadian Safe Sport Program [CSSP]*) and the Canadian Anti-Doping Program.

**UCCMS**

The Universal Code of Conduct to Prevent and Address *Maltreatment* in Sport, as amended from time to time. A document that defines behaviours, including *Maltreatment*, that are unacceptable in sport and fundamentally incompatible with the core values that lie at the heart of our sport system.

## **Young Athlete**

As defined by The Protecting Youth in Sports Act, an individual who is 21 years of age or under who participates in sport.

### Application of this Policy

2. This policy applies to any *Participant's* behaviour during the business, programs, activities, and *Events* of the *Organization* including, but not limited to competitions, practices, evaluations, tryouts, treatment or consultations (e.g., massage therapy), training camps, travel associated with organizational activities, the office environment, and any meetings or social *Events*.
3. This policy applies to *Participants'* behaviour outside of the business, programs, activities, and *Events* of the *Organization* when such conduct adversely affects the *Organization's* relationships (and the work and sport environment) and/or is detrimental to the image and reputation of the *Organization*. Such applicability will be determined by the *Organization* or *Independent Third Party (ITP)*, at its sole discretion.
4. This policy applies to *Participants* active in the sport or who have retired from the sport where any claim regarding a potential breach of this policy occurred when the *Participant* was active in the sport.
5. This policy applies to breaches that occurred when the *Participants* involved in the breach interacted due to their mutual involvement in the sport or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on the *Participant(s)*.

### Maltreatment

6. All *Participants* must refrain from any behaviour that constitutes *Maltreatment*.
7. *Participants* are responsible for knowing what actions or behaviours constitute *Maltreatment*.
8. *Maltreatment* includes, but is not limited to:
  - a. Psychological *Maltreatment*
  - b. Physical *Maltreatment*
  - c. Neglect
  - d. Sexual *Maltreatment*
  - e. Grooming
  - f. Boundary Transgressions
  - g. Discrimination
  - h. Subjecting a *Participant* to the Risk of *Maltreatment*
  - i. Aiding and Abetting
  - j. Failure to *Report*
  - k. Intentionally *Reporting* a False Allegation
  - l. Interference with or Manipulation of Process
  - m. Retaliation

### Duty to Report

9. In Manitoba, it is the legal responsibility and duty of anyone who reasonably believes that a child is, or might be, in need of protection or suffering from child abuse, to *Report* the information to a Child & Family Services (CFS) agency or, if deemed appropriate, to a parent or guardian.

### Violations of *Maltreatment*

10. It is a violation of this policy for a *Participant* to engage in any behaviour that constitutes *Maltreatment* as outlined in this policy.
11. Any *Participant* who violates this policy by engaging in *Maltreatment* may be subject to the applicable procedures and sanctions pursuant to the *Organization's Discipline and Complaints Policy*.

### Additional Expected Behaviours

12. In addition to refraining from behaviour that constitutes *Maltreatment*, this policy sets out additional expected standards of behaviour and conduct for all *Participants*. Any failure to respect these expected standards of behaviour by a *Participant* may constitute a breach of this policy and be subject to the *Organization's Discipline and Complaint Policy*. *Participants* are expected to:
  - a. Maintain and enhance the dignity and self-esteem of other *Participants* by:
    - i. Treating each other with the highest standards of fairness, honesty, respect, and integrity;
    - ii. Focusing comments or criticism appropriately and avoiding public criticism of *Athletes, Coaches, Officials*, organizers, volunteers, employees, or other *Participants*;
    - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
    - iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory; and
    - v. Ensuring adherence to the rules of the sport and the spirit of those rules.
  - b. Abstain from the non-medical use of medications or drugs or the use of *Prohibited Substances* or *Prohibited Methods* as listed on the version of the World Anti-Doping Agency's Prohibited List currently in force. More specifically, the *Organization* adopts and adheres to the Canadian Anti-Doping Program. The *Organization* will respect any sanction imposed on a *Participant* as a result of a breach of the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules
  - c. Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision, who has been found to have committed an anti-doping rule violation and is serving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules
  - d. Reasonably cooperate with the *Sport Integrity Canada* or another anti-doping organization that is investigating anti-doping rule violations
  - e. Not harass, intimidate or otherwise conduct themselves offensively towards a doping control official or other individual involved in doping control
  - f. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
  - g. Refrain from consuming tobacco products, cannabis, or recreational drugs while participating in the programs, activities, competitions, or *Events* of the *Organization*
  - h. In the case of minors, not consume alcohol, tobacco, or cannabis at any competition or *Event*
  - i. In the case of adults, not consume cannabis in the workplace or in any

situation associated with the *Events* of the *Organization* (subject to any requirements for accommodation), not consume alcohol during training, competitions, or in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations

- j. When driving a vehicle:
  - i. Have a valid driver's license;
  - ii. Not be under the influence of alcohol, drugs, or substances;
  - iii. Have valid car insurance;
  - iv. Refrain from holding a mobile device; and
  - v. Abide by all laws and requirements under the Manitoba Drivers and Vehicles Act and the Manitoba Highway Traffic Act.
- k. Respect the property of others and not wilfully cause damage
- l. Promote sport in the most constructive and positive manner possible. Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a para-classification; or competition and/or not offer or receive any benefit which is intended to manipulate the outcome of a competition. A benefit includes the direct or indirect receipt of money or anything else of value, including but not limited to bribes, gains, gifts, preferential treatment, and other advantages
- m. Adhere to all federal, provincial/territorial, municipal and host country laws
- n. Comply, at all times, with the bylaws, policies, procedures, and rules and regulations of the *Organization*, as applicable and as adopted and amended from time to time
- o. *Report* any ongoing criminal or anti-doping *Investigation*, conviction, or existing bail conditions involving a *Participant* to the *Organization*, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal or *Prohibited Substance* or *Prohibited Method*
- p. Comply with the applicable *Screening Policy*

## Directors, Committee Members, and Staff

- 13. In addition to the "Additional Expected Behaviours" (above), directors, committee members, and staff of the *Organization* will have additional responsibilities to:
  - a. Function primarily as a Director or Committee Member or staff member of the *Organization* (as applicable) and not as a member of any other organization or constituency, and refrain from engaging in any activity or behaviour that could constitute a *Conflict of Interest*
  - b. Ensure their loyalty prioritizes the interests of the *Organization*
  - c. Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
  - d. Conduct themselves openly, professionally, lawfully and in good faith
  - e. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
  - f. Behave with decorum appropriate to both circumstance and position
  - g. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws
  - h. Maintain confidentiality of private organizational information
  - i. Respect the decisions of the majority and resign if unable to do so
  - j. Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings

- k. Have a thorough knowledge and understanding of all governance documents

#### Athlete Support Personnel

14. In addition to the “Additional Expected Behaviours” (above), *Athlete Support Personnel* have many additional responsibilities. The relationship between *Athletes* and *Athlete Support Personnel* is a privileged one and plays a critical role in the personal, sport, and athletic development of the *Athlete*. *Athlete Support Personnel* must understand and respect the inherent *Power Imbalance* that exists in this relationship and must be extremely careful not to abuse it, either consciously or unconsciously. *Athlete Support Personnel* will:
  - a. Avoid any behaviour that abuses the *Power Imbalance* inherent in the *Athlete Support Personnel* position to (i) establish or maintain a sexual or intimate relationship with an *Athlete* of any age, or (ii) encourage inappropriate physical or emotional intimacy with an *Athlete*, regardless of the *Athlete’s* age
  - b. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the *Athletes*
  - c. Prepare *Athletes* systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm *Athletes*
  - d. Avoid compromising the present and future health of *Athletes* by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of *Athletes’* medical and psychological treatments
  - e. Support the *Athlete Support Personnel* of a training camp, provincial/territorial team, or national team, should an *Athlete* qualify for participation with one of these programs
  - f. Comply with all established responsibilities and obligations set out by the *Athlete Support Personnel’s* professional governing association or order, if any
  - g. Accept and promote *Athletes’* personal goals and refer *Athletes* to other *Coaches* and sport specialists as appropriate
  - h. Provide *Athletes* (and the parents/guardians of minor *Athletes*) with the information necessary to be involved in the decisions that affect the *Athlete*
  - i. Act in the best interest of the *Athlete’s* development as a whole person
  - j. Report any ongoing criminal or anti-doping Investigation, conviction, or existing bail conditions to the *Organization* (as applicable), including those for violence, child pornography, or possession, use, or sale of any illegal or *Prohibited Substance* or method
  - k. Not coach, train, or otherwise support *Athletes* if they use methods or substances prohibited by the Canadian Anti-Doping Program without valid and acceptable justification
  - l. Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or *Prohibited Substances* or *Prohibited Methods* and, in the case of minors, alcohol, cannabis, and/or tobacco
  - m. Respect *Athletes* competing for other *Jurisdictions* and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the *Coaches* who are responsible for the *Athletes*
  - n. Disclose to the *Organization* any sexual or intimate relationship with an *Athlete* over the age of majority and immediately discontinue any coaching involvement with that *Athlete*
  - o. Recognize the power inherent in the *Athlete Support Personnel* position and respect and promote the rights of all *Participants* in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. *Athlete Support Personnel* have a

special responsibility to respect and promote the rights of *Participants* who are in a vulnerable or dependent position and less able to protect their own rights

- p. Dress professionally and use appropriate language

## Athletes

- 15. In addition to the “Additional Expected Behaviours” (above), *Athletes* will have additional responsibilities to:
  - a. Adhere to their *Athlete* agreement (if applicable)
  - b. *Report* any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete
  - c. Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, and evaluations
  - d. Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason
  - e. Adhere to any rules and requirements regarding clothing and equipment
  - f. Dress to represent the sport and themselves with professionalism
  - g. Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by *Coaches* or managers

## Officials

- 16. In addition to the “Additional Expected Behaviours” (above), *Officials* will have additional responsibilities to:
  - a. Maintain and update their knowledge of the rules and rules changes
  - b. Not publicly criticize other *Officials* or *Participants*
  - c. Work within the boundaries of their position’s description while supporting the work of other *Officials*
  - d. Act as an ambassador of the sport by agreeing to enforce and abide by national and provincial/territorial rules and regulations
  - e. Take ownership of actions and decisions made while officiating
  - f. Respect the rights, dignity, and worth of all *Participants*
  - g. Act openly, impartially, professionally, lawfully, and in good faith
  - h. Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others
  - i. Respect the confidentiality required by issues of a sensitive nature, which may include discipline processes, *appeals*, and specific information or data about *Participants*
  - j. Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform a supervisor at the earliest possible time
  - k. When writing *Reports*, set out the actual facts to the best of their knowledge and recollection
  - l. Dress in proper attire for officiating

## Parents/Guardians and Spectators

- 17. In addition to “Additional Expected Behaviours” (above), parents/guardians and

spectators at

*Events* will:

- a. Encourage *Athletes* to compete within the rules and to resolve conflicts without resorting to hostility or violence
- b. Condemn the use of violence in any form
- c. Never ridicule a *Participant* for making a mistake during a competition or practice
- d. Respect the decisions and judgments of *Officials*, and encourage *Athletes* to do the same
- e. Support all efforts to stop and prevent verbal and physical abuse, coercion, intimidation, and sarcasm
- f. Respect and show appreciation to all competitors, and to *Coaches*, *Officials* and other volunteers
- g. Never harass competitors, *Coaches*, *Officials*, parents/guardians, or other spectators

## Retaliation, Retribution or Reprisal

18. It is a breach of the policy for any *Participant* to engage in any act that threatens or seeks to intimidate another *Participant* with the intent of discouraging that *Participant* from filing, in good faith, a *Report* pursuant to any *Organization* policy. It is also a breach of this policy for *Participants* to remove opportunities, privileges, or any other benefit from a *Participant* who has filed a *Report* against them or to file a *Report* for the purpose of retaliation, retribution, or reprisal against any other *Participant*. Any *Participant* found to be in breach of this section shall be liable for the costs related to the disciplinary process required to establish such a breach.

## Privacy

19. The collection, use, and disclosure of any personal information pursuant to this policy is subject to the *Organization's* usual policies and practices regarding private and/or confidential information.
  - i. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory; and
  - ii. Ensuring adherence to the rules of the sport and the spirit of those rules.
- b. Abstain from the non-medical use of medications or drugs or the use of *Prohibited Substances* or *Prohibited Methods* as listed on the version of the World Anti-Doping Agency's Prohibited List currently in force. More specifically, the *Organization* adopts and adheres to the Canadian Anti-Doping Program. The *Organization* will respect any sanction imposed on a *Participant* as a result of a breach of the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules
- c. Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision, who has been found to have committed an anti-doping rule violation and is serving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules
- d. Reasonably cooperate with the *Sport Integrity Canada* or another anti-doping organization that is investigating anti-doping rule violations
- e. Not harass, intimidate or otherwise conduct themselves offensively towards a doping control official or other individual involved in doping control
- f. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- g. Refrain from consuming tobacco products, cannabis, or recreational drugs while participating in the programs, activities, competitions, or *Events* of the *Organization*
- h. In the case of minors, not consume alcohol, tobacco, or cannabis at any competition

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- i. In the case of adults, not consume cannabis in the workplace or in any situation associated with the *Events* of the *Organization* (subject to any requirements for accommodation), not consume alcohol during training, competitions, or in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations
- j. When driving a vehicle:
  - i. Have a valid driver's license;
  - ii. Not be under the influence of alcohol, drugs, or substances;
  - iii. Have valid car insurance;
  - iv. Refrain from holding a mobile device; and
  - v. Abide by all laws and requirements under the Manitoba Drivers and Vehicles Act and the Manitoba Highway Traffic Act.
- k. Respect the property of others and not wilfully cause damagePromote sport in the most constructive and positive manner possible
- l. Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a para-classification; or competition and/or not offer or receive any benefit which is intended to manipulate the outcome of a competition. A benefit includes the direct or indirect receipt of money or anything else of value, including but not limited to bribes, gains, gifts, preferential treatment, and other advantages
- m. Adhere to all federal, provincial/territorial, municipal and host country laws
- n. Comply, at all times, with the bylaws, policies, procedures, and rules and regulations of the *Organization*, as applicable and as adopted and amended from time to time
- o. *Report* any ongoing criminal or anti-doping *Investigation*, conviction, or existing bail conditions involving a *Participant* to the *Organization*, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal or *Prohibited Substance* or *Prohibited Method*
- p. Comply with the applicable *Screening Policy*

## Directors, Committee Members, and Staff

- q. In addition to the "Additional Expected Behaviours" (above), directors, committee members, and staff of the *Organization* will have additional responsibilities to:Function primarily as a Director or Committee Member or staff member of the *Organization* (as applicable) and not as a member of any other organization or constituency, and refrain from engaging in any activity or behaviour that could constitute a *Conflict of Interest*
- r. Ensure their loyalty prioritizes the interests of the *Organization*
- s. Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
- t. Conduct themselves openly, professionally, lawfully and in good faith
- u. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
- v. Behave with decorum appropriate to both circumstance and position
- w. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws
- x. Maintain confidentiality of private organizational information
- y. Respect the decisions of the majority and resign if unable to do so

- z. Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
- aa. Have a thorough knowledge and understanding of all governance documents

## Athlete Support Personnel

20. In addition to the “Additional Expected Behaviours” (above), *Athlete Support Personnel* have many additional responsibilities. The relationship between *Athletes* and *Athlete Support Personnel* is a privileged one and plays a critical role in the personal, sport, and athletic development of the *Athlete*. *Athlete Support Personnel* must understand and respect the inherent *Power Imbalance* that exists in this relationship and must be extremely careful not to abuse it, either consciously or unconsciously. *Athlete Support Personnel* will:

- a. Avoid any behaviour that abuses the *Power Imbalance* inherent in the *Athlete Support Personnel* position to (i) establish or maintain a sexual or intimate relationship with an *Athlete* of any age, or (ii) encourage inappropriate physical or emotional intimacy with an *Athlete*, regardless of the *Athlete’s* age
- b. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the *Athletes*
- c. Prepare *Athletes* systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm *Athletes*
- d. Avoid compromising the present and future health of *Athletes* by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of *Athletes’* medical and psychological treatments
- e. Support the *Athlete Support Personnel* of a training camp, provincial/territorial team, or national team, should an *Athlete* qualify for participation with one of these programs
- f. Comply with all established responsibilities and obligations set out by the *Athlete Support Personnel’s* professional governing association or order, if any
- g. Accept and promote *Athletes’* personal goals and refer *Athletes* to other *Coaches* and sport specialists as appropriate
- h. Provide *Athletes* (and the parents/guardians of minor *Athletes*) with the information necessary to be involved in the decisions that affect the *Athlete*
- i. Act in the best interest of the *Athlete’s* development as a whole person
- j. Report any ongoing criminal or anti-doping Investigation, conviction, or existing bail conditions to the *Organization* (as applicable), including those for violence, child pornography, or possession, use, or sale of any illegal or *Prohibited Substance* or method
- k. Not coach, train, or otherwise support *Athletes* if they use methods or substances prohibited by the Canadian Anti-Doping Program without valid and acceptable justification
- l. Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or *Prohibited Substances* or *Prohibited Methods* and, in the case of minors, alcohol, cannabis, and/or tobacco
- m. Respect *Athletes* competing for other *Jurisdictions* and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the *Coaches* who are responsible for the *Athletes*
- n. Disclose to the *Organization* any sexual or intimate relationship with an *Athlete* over the age of majority and immediately discontinue any coaching involvement with

that *Athlete*

- o. Recognize the power inherent in the *Athlete Support Personnel* position and respect and promote the rights of all *Participants* in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. *Athlete Support Personnel* have a special responsibility to respect and promote the rights of *Participants* who are in a vulnerable or dependent position and less able to protect their own rights
- p. Dress professionally and use appropriate language

## Athletes

- 21. In addition to the “Additional Expected Behaviours” (above), *Athletes* will have additional responsibilities to:
  - a. Adhere to their *Athlete* agreement (if applicable)
  - b. *Report* any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete
  - c. Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, and evaluations
  - d. Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason
  - e. Adhere to any rules and requirements regarding clothing and equipment
  - f. Dress to represent the sport and themselves with professionalism
  - g. Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by *Coaches* or managers

## Officials

- 22. In addition to the “Additional Expected Behaviours” (above), *Officials* will have additional responsibilities to:
  - a. Maintain and update their knowledge of the rules and rules changes
  - b. Not publicly criticize other *Officials* or *Participants*
  - c. Work within the boundaries of their position’s description while supporting the work of other *Officials*
  - d. Act as an ambassador of the sport by agreeing to enforce and abide by national and provincial/territorial rules and regulations
  - e. Take ownership of actions and decisions made while officiating
  - f. Respect the rights, dignity, and worth of all *Participants*
  - g. Act openly, impartially, professionally, lawfully, and in good faith
  - h. Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others
  - i. Respect the confidentiality required by issues of a sensitive nature, which may include discipline processes, *appeals*, and specific information or data about *Participants*
  - j. Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform a supervisor at the earliest possible time
  - k. When writing *Reports*, set out the actual facts to the best of their knowledge and recollection
  - l. Dress in proper attire for officiating

## Parents/Guardians and Spectators

23. In addition to “Additional Expected Behaviours” (above), parents/guardians and spectators at *Events* will:
- a. Encourage *Athletes* to compete within the rules and to resolve conflicts without resorting to hostility or violence
  - b. Condemn the use of violence in any form
  - c. Never ridicule a *Participant* for making a mistake during a competition or practice
  - d. Respect the decisions and judgments of *Officials*, and encourage *Athletes* to do the same
  - e. Support all efforts to stop and prevent verbal and physical abuse, coercion, intimidation, and sarcasm
  - f. Respect and show appreciation to all competitors, and to *Coaches*, *Officials* and other volunteers
  - g. Never harass competitors, *Coaches*, *Officials*, parents/guardians, or other spectators

## Retaliation, Retribution or Reprisal

24. It is a breach of the policy for any *Participant* to engage in any act that threatens or seeks to intimidate another *Participant* with the intent of discouraging that *Participant* from filing, in good faith, a *Report* pursuant to any *Organization* policy. It is also a breach of this policy for *Participants* to remove opportunities, privileges, or any other benefit from a *Participant* who has filed a *Report* against them or to file a *Report* for the purpose of retaliation, retribution, or reprisal against any other *Participant*. Any *Participant* found to be in breach of this section shall be liable for the costs related to the disciplinary process required to establish such a breach.

## Privacy

25. The collection, use, and disclosure of any personal information pursuant to this policy is subject to the *Organization's* usual policies and practices regarding private and/or confidential information.